



NDOC Newsletter

Nevada Department of Corrections

Director Jackie Crawford

Assistant, Director of Operations - Glen Whorton

Assistant, Director of Industrial Programs - Howard Skolnik

Assistant, Director of Support Services - Darrel Rexwinkel

Administrator of Correctional Programs Division - Dorothy Nash Holmes

Leading Nevada Corrections into the Future

**Happy
Holidays
To
All**

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Lovelock Corrections Center Hosts Nevada Legislators



Lovelock Correctional Center Warden Craig Farwell greets Nevada state Assemblyman John Marvel at the entrance to LCC



Tour guests included: Director Crawford, ADO Glen Whorton, Pershing County Sheriff Ron Skinner, Dan Fox, Pershing County School Superintendent, and representatives from the Controller General's office in Carson City



Visitors watch as inmates march under the direction of LCC staff during the visit.



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To: All NDOC Corrections Officers, Staff and Administrative Personnel

As we enter the traditional holiday season please allow me to give each of you my thanks for your great effort and performance throughout this year. I value each one of you and respect your dedication to fulfilling the mission of the Department and your professional growth in the administration of your duties.

During Thanksgiving let us give thanks for having a career and being gainfully engaged while many are without work. We are thankful for our families and friends. We are thankful for the return from Iraq many of our NDOC employees* who are members of the Nevada Army National Guard 72nd Military Police Group who served so faithfully while in Baghdad. We remember their families who sacrificed while they were away. We should be thankful for the freedoms of our country that allow us to be safe and secure in our homes.

When the New Year arrives, with all its challenges and opportunities, we will continue to strive for excellence and meet the goals we have set as individuals and as a Department. We have come so far together in transforming this Department. Your preparation, organization, and resourcefulness are continued assets and a source of pride to the State of Nevada.

As the rest of the State prepares for the holidays, it is the men and women of NDOC that quietly and competently continue to fulfill their mission and maintain the high standards demanded of our profession throughout the year. Thank you for what you do so well.

My very best wishes to you, and your families

Jackie Crawford
Director
Nevada Department of Corrections

* Active duty military personnel from the Nevada Department of Corrections as of 11/21/03:

Taerik Berry, Daniel Bouricer, Jerome Boyd, Kenneth Broadway, Michael Clark, Charles Coleman, Darin Cool, John Cosman, Christopher Davis, Les Gledhill, Marie Haig, Gabriel Isernia, Matthew Jacoby, George Johnson, Felix Kreskey, Wilbur Lasane, Grant Luce, David Magnum, Kenneth Martinez, Richard Martinez, Donald Miller, William Moore, Eric Neville, Walter Oilar, Michael Oxborrow, Stephan Saunders, Michael Schaub, Erica Senneseth, Michael Skorseth, David Sousa, Calvin Stephens, Marc Sweeten

Nevada Department of Corrections and SNEA Agree to Settle Lawsuit

On November 18th, 2003 the Nevada Department of Corrections and SNEA announced a settlement of the lawsuit filed by SNEA in federal court against the department in December of 2002.



The full text of the settlement is available on the NDOC website.

As reported in the press, the department has denied any wrongdoing and has agreed to meet monthly with SNEA at each institution. SNEA has agreed to drop an internet chat room on its website that was disruptive to the security of the department. “We want appropriate and productive communication” said Assistant Director Glen Whorton talking about the agreement to meet with SNEA.

All disciplinary issues have been settled for individual employees involved in the lawsuit. The agreement does not resolve any disciplinary action taken by the department against NDOC employees involving activities outside the scope of the agreement.



The settlement will help Director Crawford continue to develop a new culture in the department that will address concerns of employees, affirm their rights under state and federal law and respond to the need to retain quality staff.

“This is a closed chapter” said the Director, “I want to move forward”. The Director indicated that pay issues for NDOC staff was at the heart of the lawsuit. As an example, the Director indicated the pay differential for NDOC corrections officers is almost \$10,000 dollars a year less in pay and benefits than comparable county and municipal corrections officers throughout the state of Nevada.

Robert Bianchi New Lieutenant at NSP

Lt. Robert Bianchi retired from the US Army Military Police on June 30, 1995. He began working for the Department of Corrections on July 8, 1995 at the Lovelock Correctional Center. While at LCC, Bianchi attend 1st Line Supervision and became a certified Filed Training Officer (FTO) for the Department.

On November 1, 1997, he was promoted to the rank of Senior Correctional Officer at Nevada State Prison. On May 17, 1999, he was again promoted to the rank of Sergeant at Nevada State Prison. He has held the position of Senior Visiting Officer, Senior Unit Officer, Culinary Sergeant, Senior Armory Officer, Range Master and Shift Sergeant until his promotion to Lieutenant on October 27, 2003.



Warden Mike Budge and AWP Baca congratulate Lt. Bianchi on his promotion while AWO Halligan pins on his bars

PEBP Fights the Tide Against Health Care Costs for NDOC Employees

PEBP Leads the Way to Cut Costs and Reduce Increases for Employees

As the cost of health care continues to rise nationally NDOC employees say something needs to be done. Surveys of NDOC employees by the Directors office indicate more affordable health care is an issue high on the list of employee priorities.

Employers in the United States have shifted more of the increasing cost to employees. Nationally, according to the Kaiser Family Foundation, employees pay about 27% of the cost of their health care with the employer paying the other 73%. In real dollars the actual amount rose significantly over the past five years.

Premiums go up because hospitals, drug companies and medical insurers push for higher profits. Premiums also go up because of increased usage by members of the health plan.

The average amount workers paid for their health coverage increased nearly 50% from 2000 to 2003.

NDOC employees in some parts of northern and eastern Nevada would like to see an HMO as part of their health care options. State employees in southern Nevada have that option.

While Nevada has experienced the same rises in health care costs as other government employers, it has not sat back and let state employees absorb all the costs without taking action.

Careful and prudent management by the Nevada Public Employees Benefits Program has included comprehensive changes to make sure that the plan is financially healthy and able to pay out benefits to all participants.

PEBP has an excellent website <http://pebp.state.nv.us>

which informs all NDOC employees about the plan's history and benefits changes as well as a comparison between Nevada and other agencies in the west.

As the web site explains, Nevada PEBP is in the same boat as every other agency experiencing rising health care costs. There are no easy answers.

Many in Nevada look to the United States congress to take national action about the sharp increase in health care costs and especially pharmaceutical costs. The continued erosion of health care coverage is a national crisis that goes far beyond the ability of individual states to deal with it.

As one NDOC staff member said "I am grateful for what I have but I would like to be grateful for more"

**- Employees pay
about 27% of the
cost of their health
care -**

-Kaiser Family Foundation

Lovelock visit a Success: LCC a Showcase for NDOC



The recent Legislative tour of the Lovelock Correctional Center follows on the heels of the Legislative Open House at HDSP and concluded with an open house at NSP in Carson City.

These tours are part of NDOC's efforts at showcasing the changes and good work accomplished by the Department in recent months. "An open house is an opportunity for the public and legislators to see for themselves how we are

being good stewards of the public's trust and confidence in our Department" said NDOC Director Jackie Crawford.

"We are proud of our staff, and CO's, they are excellent examples of State of Nevada employees" continued the Director, "

LCC is administered by Warden Craig Farwell, Associate Warden of Operations Cherie Scott and Associate Warden of

Programs, Rosemary Seals.

LCC also administers conservation camps at Carlin and Winnemucca Nevada.

The American Correctional Association

Who are those guys and what do they do?

The American Correctional Association (www.aca.org) is a national organization that was formed to bring the highest possible standards to the corrections profession. Created in 1870 , the ACA is recognized by corrections professionals throughout the United States and the world as setting the highest standards and providing accreditation and professional development for corrections officers and staff. With over 20,000 members the ACA also funds research and has an excellent library of publications available to the corrections professional based upon that research.

Many NDOC staff and employees are familiar with the standards set by the ACA as they have enrolled in classes which provide continuing education programs based upon ACA research and funding. As the ACA states: "Standards set by ACA reflect practical up-to-date policies and procedures, and function as a management tool for over 1,500 correctional agencies in the United States. Approximately 80 percent of all state departments of corrections and youth services are active participants. Also included are programs and facilities operated by the Federal Bureau of Prisons, the US Parole Commission, and the private sector."

Seeking accreditation is an important tool in meeting department goals set by NDOC. Director Crawford has stated "Accrediting an institution is a process that brings all staff together under nationally developed policies, procedures and practices assuring safety, cleanliness and a spirit of teamwork." As an example, one of the national ACA standards includes compensation requirements that would increase the current pay and benefits of NDOC employees.

"...One of the national ACA standards includes compensation requirements that would increase the current pay and benefits of NDOC employees"

There are those who oppose the ACA as the association has not taken a stand on the death penalty or the privatization of public facilities. The ACA has chosen to not politicize itself over these two issues. The ACA resists political arguments and groups within corrections who are seeking attention for their own purposes rather than encouraging the development of national standards and implementation of the accreditation process for all corrections professionals nationwide. View ACA on the net at: www.aca.org

ESP Staff Make It Happen !

Our thanks to Warden E.K. MacDaniel for his welcome during the NDOC newsletter visit to Ely State Prison



ESP Administrative Staff

(L-R) Cheryl Mangum AA, Mark Drain CCWSI, Bune Merritt AA, Tammy Stewart AT, Betty Finn AA, Diane Drais PA, Loretta Tingle AA, Joan Haug AA, Charlotte Haslem AA, Robert Chambliss CCWSI

ESP Medical Staff

(Front Row)
Christine Depaoli RN,
Terri Curto LPN,
Keli Lyons CNA,
Dottie Wilson AA II, Jan Deleon CNA

(Back Row)
Lisa Swanson RN,
Bridget Lacey RN,
Joe Brackbill RN,
Pat Orders MHP,
Troy Willis CNA,
Steven MacArthur MD



CO Sommervold



Martha Thompson, HIC



SCO Robert Otero and CO Connie Boyce staff the visiting room at ESP with 26 years of Experience.

Wendy Anderson supply asst. & Miriam Ingle, supply tech I in ESP's Warehouse



CO Oreamore & CO Bybee working the medical unit at ESP



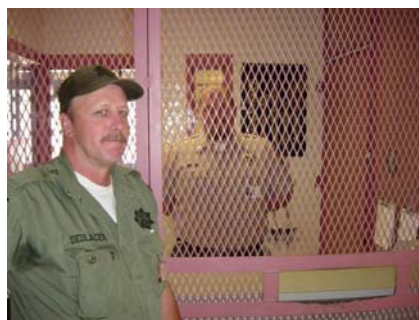
Shift Change at ESP



SCO Witter & SCO Doty share a moment before shift



Jerry Thompson
IG Investigator



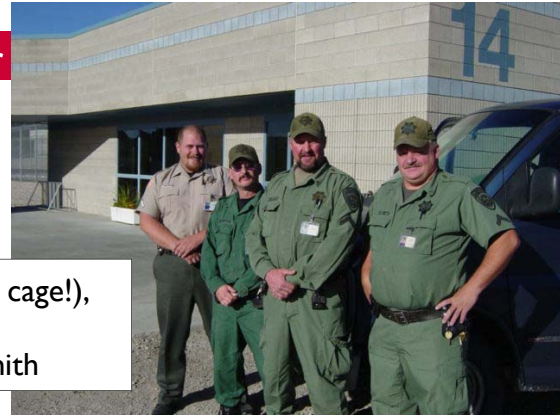
SCO Robert Sedlaker & CO Michael Farrell (yes, he is in there!) show both sides of the pharmacy cage



Burt Riding,
Ely Warehouse Manager



Prison Industries at Ely Includes Bill Paleceswsk and CO Monte Hansen



CO Farrell (out of the cage!), CO Rimington, CO Collard, & CO Smith



Training at ESP includes qualification with the Mini 14 as shown by CO Radford here under the watchful eye of ESP Rangemaster SCO Williams



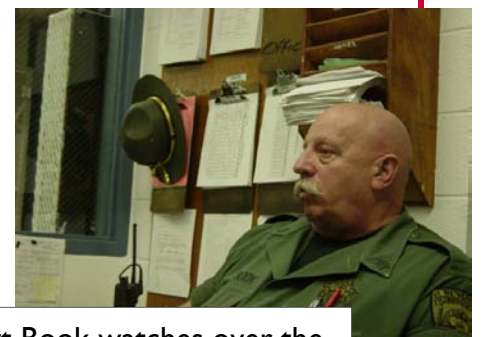
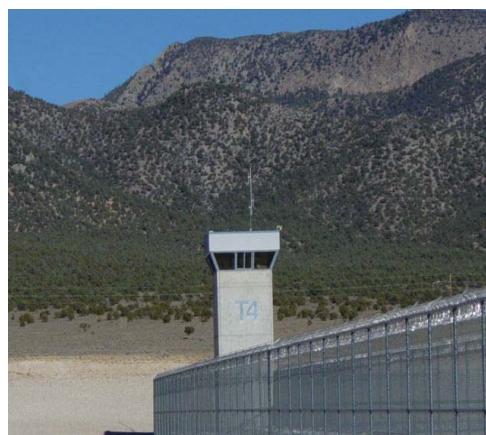
Rod Jensen, Welder III, and Larry Manning Heat Pump Specialist III, flank Dick Saiz ,ESP Facilities Supervisor III



Culinary at ESP with CO Criuer, Supervisor Williams, CO Awong and CO Farnsworth



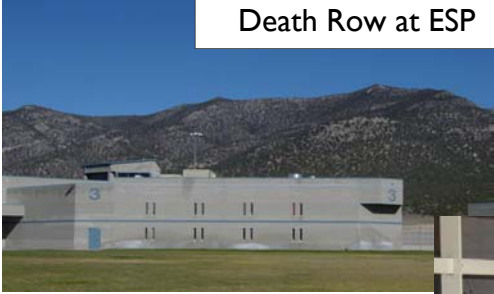
Rod Jensen proudly shows his metal bending machine handmade by him at ESP !



Sgt Book watches over the Culinary unit at ESP

December 2003—January 2004

Death Row at ESP



SCO Westphal brings 14 years of knowledge to her work at ESP



10 years with NDOC helps CO Hoy keep things safe in 3-B



CO Love assigned to work 3-B



CO Montoya and CO Randolph work lockdown in 3-A



Meanwhile back at camp...



Ely Camp staff: CO Jeff Weir, CO Russell Lyons, ESP medical nurse Consuelo Chacon, Sgt. Bill Noah, and CCWS Patrick Howe



Pioche Camp: Lt. Reifsnnyder and CO Bivins get ready to take inmates to the California fires



**NEVADA DEPARTMENT OF CORRECTIONS
OCTOBER 2003**

**NEW HIRES
RETIREMENTS
PROMOTIONS**

NEW HIRES

ELLIOTT, STEPHANIE C	TRAINING	10-27-2003	ADMINISTRATIVE ASSISTANT II
DUTSON, ZAC O	ESP	10-13-2003	CORRECTIONAL OFFICER TRAINEE
GREGERSON, ANGELA Y	ESP	10-13-2003	LICENSED PRACTICAL NURSE II
JENSEN, DONNA	ESP	10-13-2003	CORRECTIONAL OFFICER
LIVERANI, MATTHEW J	ESP	10-13-2003	CORRECTIONAL OFFICER TRAINEE
TRIPP, CHRISTINA E	ESP	10-13-2003	CORRECTIONAL CASEWORK SPECIALIST TRAINEE
BOSLEY, FLORA J.	HDSP	10-20-2003	CORRECTIONAL NURSE II
CHURCH, MICHELLE E	HDSP	10-20-2003	CLERICAL TRAINEE
CRISTILLI, TAWNY J	HDSP	10-06-2003	ADMINISTRATIVE ASSISTANT II
WALSH, CURTIS	HDSP	10-27-2003	SEWAGE TREATMENT OPERATOR 2
ANDREOZZI, ROBERTA J	LCC	10-20-2003	CORRECTIONAL NURSE I
CRANE, TERRY L.	LCC	10-13-2003	CORRECTIONAL OFFICER
GONZALES, EMMA S	LCC	10-27-2003	CORRECTIONAL NURSE II
SPAULDING, RICHARD A.	LCC	10-27-2003	CORRECTIONAL OFFICER
ACOSTA, SALVADOR	NNCC	10-05-2003	CORRECTIONAL OFFICER TRAINEE
FRANDSEN, GORDON	NNCC	10-07-2003	CORRECTIONAL OFFICER TRAINEE
HYDE, LEO C.	NNCC	10-06-2003	SENIOR CORRECTIONAL OFFICER
MCKNIGHT, JUDITH	NNCC	10-13-2003	CORRECTIONAL OFFICER TRAINEE
MESSER, VICTORIA	NNCC	10-13-2003	LICENSED PRACTICAL NURSE II
PEREZ, MICHAEL M.	NNCC	10-20-2003	ADMINISTRATIVE ASSITANT I
CLARK, ANGELINE	NSP	10-06-2003	CLERICAL TRAINEE
CREON, TABITHA D.	NSP	10-06-2003	CORRECTIONAL OFFICER TRAINEE
RYNERSON, COLTER	NSP	10-06-2003	CORRECTIONAL OFFICER TRAINEE
SCHWARTZKOPF, STANLEY T.	NSP	10-06-2003	CORRECTIONAL OFFICER TRAINEE
THORN, CHRISTOPHER	NSP	10-13-2003	CORRECTIONAL OFFICER
WILSON, DAVID SHAWN	NSP	10-13-2003	CORRECTIONAL OFFICER TRAINEE
AHMAD, ROBERT	SDCC	10-27-2003	CORRECTIONAL OFFICER
PIERETTI, LAURA A	SSCC	10-13-2003	CORRECTIONAL OFFICER TRAINEE
CASCI, JANICE E	WSCC	10-06-2003	CLERICAL TRAINEE
STALNAKER, RICHARD J	WSCC	10-27-2003	CORRECTIONAL OFFICER



PROMOTIONS**PROMOTION DATE****Senior Correctional Officers**

Cook, Randy	NSP	10-20-2003
Clark, Joshua	NNCC	10-07-2003
Garibaldi, Peter	NNCC	10-27-2003
Harrison, James	ESP	10-13-2003
Harrison, Patricia	WSCC	10-06-2003
Mays, John	NNCC	10-06-2003
Oliveri, Roy	WSCC	10-06-2003

Management Analyst I

Salaun, Irena	FISCAL	10-27-2003
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Health Information Coordinator I

Laird, Jana	LCC-Medical	10-27-2003
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Associate Warden of Programs

Foster, Sheryl	SDCC	10-10-2003
Sims, Martha	HDSP	10-27-2003

Administrative Assistant IV

Froschauer, Valinda	OFF/MNGMT	10-13-2003
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Administrative Assistant I

Liebherr, Michelle	PURCH.	10-06-2003
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Correctional Lieutenant

Bianchi, Robert	NSP	10-27-2003
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RETIRED**RETIREMENT DATE**

HILDRETH, ROBERT	SDCC	10-03-2003 WARDEN
WEST, JOHN P.	SDCC	10-11-2003 PSYCHOLOGIST IV

Firm - Fair - Consistent

Nevada Department of Corrections Newsletter

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www.doc.nv.gov

The Mission of the Nevada Department of Corrections

It is the Mission of the Department to:

Provide professional staff to protect the community through
safe, humane, and efficient confinement of offenders.

Provide opportunities for offenders
to successfully reenter the community through:

Education
Training
Treatment
Work
Spiritual Development.

Be sensitive to the rights and needs of victims.

